

# *State Human Resource Management Council*

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The State Human Resource Management Council supports the proposed pay plan recommendations for fiscal year 2006. SHRMC is an organization whose mission is to provide a forum to human resource managers for coordinating, reviewing and recommending effective statewide personnel management systems and practices.

The Council supports at least a minimum increase to the general structure adjustment of 3.3% and it also supports the market progression within-grade advancements. These should be reinstituted as soon as fiscally practical. The budget situation of the last several years has seriously impacted the pay of state employees. The Council feels that the general structure adjustments and market progressions before the most recent budget crisis were having a positive impact on employees' salaries.

The Council also recognizes the need to propose repositioning of selected job classes based on survey data that show wide pay disparities between state employees compared to employees in other organizations.

The State needs to be competitive in pay and benefits to be able to attract and retain good employees.

The State can ill afford to fall back into the pay disparity it had with other entities before the establishment of the general structure adjustment and market progression plan.

Thank you for the opportunity to provide these comments.

Steve Hope

Co-Chair

Maggie Schmidt

Co-Chair